

Enjoy the benefits of working for Washington

We offer a family-friendly package of pay, benefits, paid time off, and workplace opportunities to help you get the most out of your career and life.

Total compensation

Your paycheck is just part of your total compensation. Eligible employees also have access to a competitive benefits package that includes health insurance, retirement, and vacation benefits.

Health insurance

As an eligible state employee, you and your family can choose from several [medical and dental plans](#). The state's employee premiums make high-quality medical coverage affordable, and the state fully pays for employees' dental premiums.

The state also provides basic life and long-term disability insurance at no cost to employees, with the option to purchase additional coverage.

Additional insurance coverage, like auto and home insurance, is available to employees at reduced rates.

Retirement

We help you prepare for life after your career by offering an excellent [retirement plan](#), which includes employer contributions. In addition, employees may participate in the [Deferred Compensation Program](#) for a tax-deferred retirement investment.

Paid time off

Leave benefits include

- 12-22 days of vacation per year
- 11 paid holidays
- 12 days of sick leave per year
- Newborn, adoptive, and emergency child care leave
- Leave without pay for maternity and education
- Paid leave for jury or other civil duties
- Leave for military service

Qualified employees may also donate leave to assist others through an extended absence.

Employee Assistance Program

Sometimes a personal or work-related problem can impair job performance. Employees may seek confidential, professional help through the [Employee Assistance Program](#) at no charge.

Flexible Spending Account

State and higher-education employees can choose to enroll in a [flexible spending account](#) to save money on certain health expenses by paying for them with pre-tax dollars.

Dependent Care Assistance Program (DCAP)

[DCAP](#) allows you to save on child or elder care expenses such as babysitting, daycare, or in-home care for an older dependent by setting aside pre-tax dollars from your paycheck.

DCAP reimburses your dependent care expenses so you and your spouse can work.